Pay Pools and Managers

(As of: March 2004)

Pay Pool 1
(Selected AFFTC 2 Ltrs)
Col Jack Gregory, Jr.

Pay Pool 2 (PK)
Col Charles Snavely

Pay Pool 3 (FM)
Ms. Anne Tedrick

Pay Pool 4 (RM/TPS/412 TW)
Mr. Kelly Adams

Pay Pool 5 (OG)
Col Brian Simpson

Pay Pool 6 (DR)
Mr. Pete Martini

Pay Pool 7 (MXI)
Mr. Tim Chalfant

Pay Pool 8 (LGR)
Mr. Tom Berard

Pay Pool 9 (EN)
Mr. Robert Kennington

Pay Pool 10 (LG)
Col Walter Munyer

Pay Pool 11 (EW)
Col Jon Link

Pay Pool 12 (EM)
Mr. Robert Wood

Pay Pool 13 (CEG)
Mr. James Judkins

Pay Pool 14 (IT)
Mr. Sean McMorrow

Pay Pool 15 (MED GP)
Col Sally Petty

Pay Pool 16 (SPT GP/95 ABW)
Col Jackie Tillery

Also please take the opportunity to view the AFFTC Acq Demo Home Page at:
https://centernet.edwards.af.mil/cpf/AQdemo/

AFFTC ACQUISITION DEMO INFORMATIONAL ~~PAMPHLET~~

March 2004

CCAS Fifth Cycle Results

AFFTC, Edwards AFB, CA

11 Steps of CCAS

1. Employee self-assessment
2. Rating official assessment
3. Pay Pool Panel meets to establish contribution level matrix
4. Pay Pool Panel determines Overall Contribution Score (OCS) for each employee
5. Pay Pool Panel identifies/resolves inconsistencies in OCS
6. Pay Pool Manager approves OCS list
7. Rail placement of employees is plotted
8. Pay Pool Manager, in consultation with the Pay Pool Panel, determines the potential Contribution Rating Increase (CRI) and Contribution Award (CA) for each employee
9. Pay Pool Panel reviews CRI/CA for fairness and consistency with OCS
10. Pay Pool Manager approves OCS, CRI and CA
11. Rating official communicates outcomes to employees

More information can be located in the DoD Federal Register Chapter on Contribution Based Compensation and Appraisal System (CCAS) of the DoD and AFFTC Operating Procedures at:
https://centernet.edwards.af.mil/cpf/AQdemo/

Who is participating in the Acquisition Demo?

The AFFTC has approximately 2,100 former GS positions covered. These are positions engaged in acquisition-related activities, as well as positions supporting the acquisition workforce. WG, WL, and WS positions are excluded. Additionally, some GS positions are excluded such as Firefighters (0081 series), stay-in-school and summer hire positions.

Who is eligible to be rated this Contribution-Based Compensation Appraisal System (CCAS) Cycle?

To be rated, employees had to have been in the Demonstration Project at least 90 days prior to 1 Oct 03. This was a change from the 180-day minimum of previous CCAS cycles.

What is the goal of the Contribution-Based Compensation Appraisal System (CCAS)?

The goal of CCAS is to compensate all employees commensurate with their level of contribution to the mission of the organization. **The chart to the right reflects the overall AFFTC movement of employees toward this project goal. We have reached 90% of the goal. To the far right you can see that 1.46% of employees were overcompensated and 8.1% were undercompensated. Budget restrictions combined with the intent to ensure equitable salaries for similar jobs throughout the Center are two challenges the AFFTC must deal with in order to meet the compensation goal.**

Can employees be recognized if they are not being rated this CCAS cycle?

Employees must be rated in order to receive a Contribution Rating Increase (CRI) and/or a Contribution Award (CA). Non-rated employees can, however, be recognized outside of the CCAS by special act award, notable achievement award, and through various other monetary and non-monetary means.

The General Pay Increase for January 2004 was 2.7%

Each Pay Pool budgeted for a Contribution Rating Increase (CRI) pool of 2.4% and a Contribution Award (CA) pool of 1.3% of total Pay Pool salary.

Locality Pay, which is not affected by Demo or CCAS decisions, is 20.05% for

Compensation Region Graph (AFFTC Local Policy)

- No General Pay Increase if Above the Upper Rail
- Eligible for Contribution Award as long as on or below the Upper Rail
- Eligible for Contribution Rating Increase as long as on or below the Standard Pay Line

2003 CCAS Rail Distribution

Goal of CCAS—Bring everyone's pay within the Normal Pay Range (NPR)